



Minnesota Dual-Training Pipeline  
Agriculture Industry Forum  
February 8, 2022

# Agenda

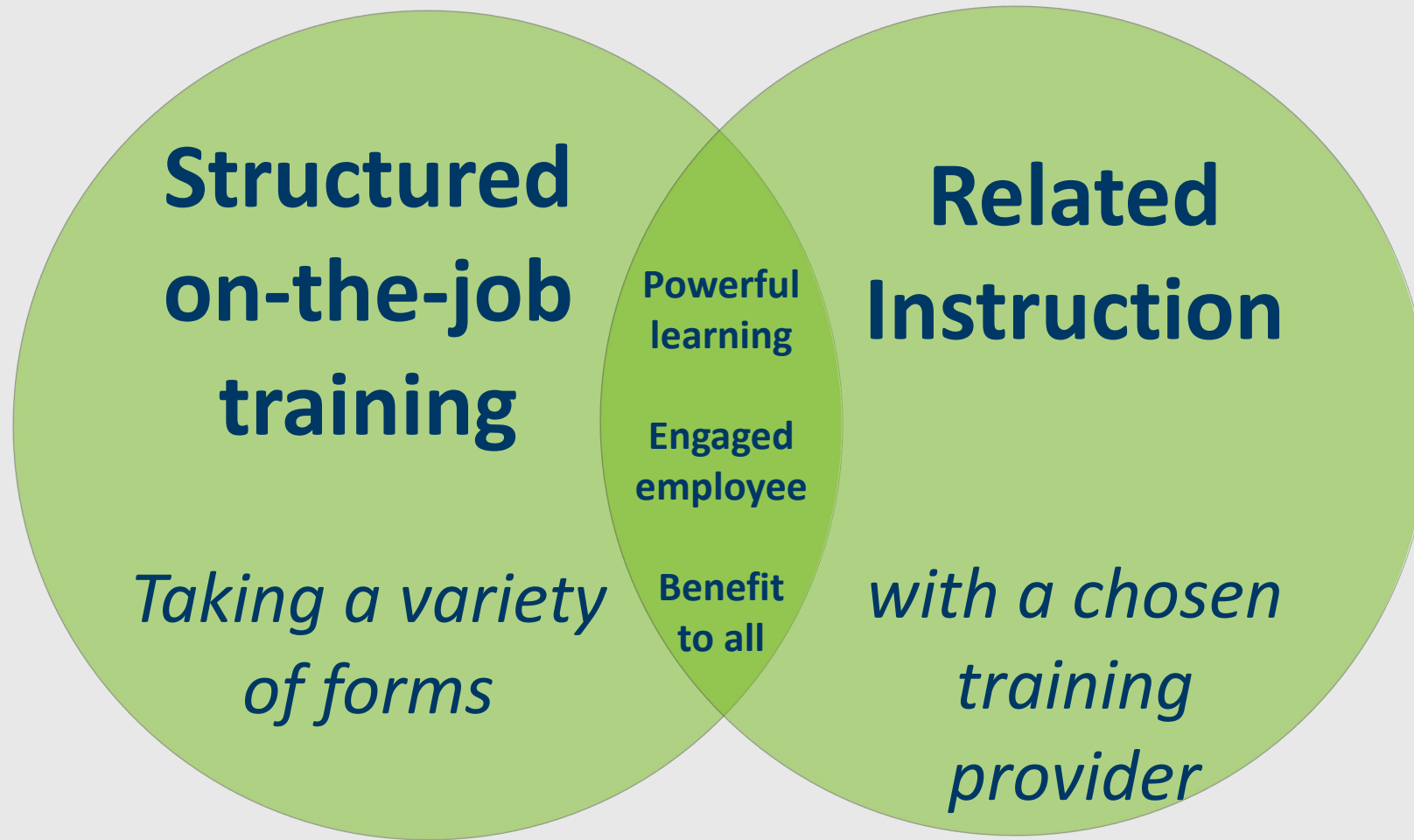
- Welcome and Introductions
- Minnesota Dual-Training Pipeline refresher
- Pipeline Updates
- Review / share of new Meat Cutter/ Meat Processor occupation
- Discussion on creating more partnerships for meeting your workforce needs
- Youth Skills Training presentation
- Dual Training Grant update
- Next Steps and Wrap-Up

# What is Minnesota Dual-Training Pipeline?



- Source of support to employers to develop their own employment-based, dual-training programs
- An innovative approach to address current and future workforce needs in the key industries of **advanced manufacturing, agriculture, health care services and information technology**
- Private Investment, Public Education, Labor and Industry Experience

# Employment-Based Training



# Minnesota Dual-Training Pipeline Strategies

- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the four key industries.
- **Dual-Training Consulting:** *Create and disseminate* dual training resources for employers, employees and dual trainees: toolbox, grants, and expanding mentorship networks to set up dual training.

# Agriculture Occupations

- Agriculture Equipment Mechanic
- Agronomist
- Agriculture Finance/ Lender
- Application Technician
- Crop Farm Manager
- Farm Animal Manager
- Grain Merchandiser
- Horticulture Farm Manager
- Quality Assurance/Food Safety Supervisor
- Swine Technician (grow finish)
- Swine Technician (sow farm)

# Train the Trainer

- This winter, 20 companies participated in our train the trainer opportunity to get new skills to enhance their on-the-job-training efforts at their companies.
- Train the Trainer participants joined in by doing organizational assessments, cohort workshops, individualized team consultations and, based on this work – the companies created action plans to help them advance in their training efforts.
- Special thanks to Bellwether Consulting for leading our Train the Trainer work.

# Speaker Series XIV Update



- **“How do we recruit and retain a diverse workforce? The importance of disability inclusion in increasing productivity”** with Richard Pimentel
- Held on December 14, 2021
- Over 100 attendees joined



# Speaker Series XV on March 15, 2022



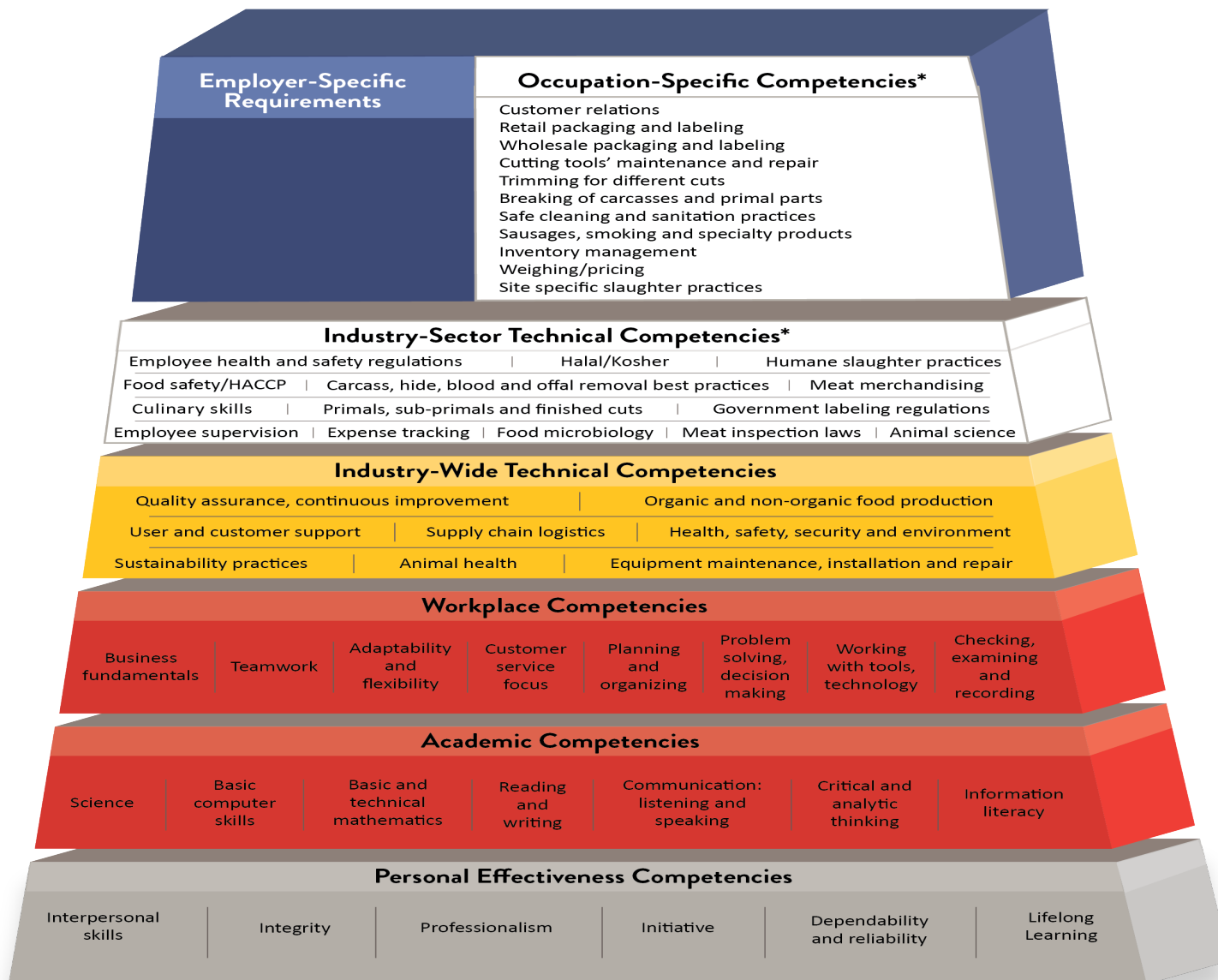
- Dawn Beck will be our keynote for a session titled:  
**“How to Build Effective Teams –  
The Three Things Leaders Need to Know”**
- Tuesday, March 15, 2022 from 9am-10am
- Sign up to attend at: <https://www.eventbrite.com/e/pipeline-how-to-build-effective-teams-three-things-leaders-need-to-know-tickets-262097198777>

Got ideas for future speaker series topics?  
Let us know at [Pipeline.Program@state.mn.us](mailto:Pipeline.Program@state.mn.us)

# Minnesota Dual-Training Pipeline

## Competency Model for Agriculture

### Occupation: Meat Cutter/Meat Processor



## DRAFT AG OCCUPATION: MEAT CUTTER/ MEAT PROCESSOR

Please send any comments/  
suggested edits to  
[dan.solomon@state.mn.us](mailto:dan.solomon@state.mn.us) by  
February 15, 2022.

Based on: Advanced Manufacturing Competency Model Employment and Training Administration, United States Department of Labor, April 2010.

\*Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.

# Building Partnerships to Meet Workforce Needs

- Do you feel like you're recruiting and retaining a workforce alone on a deserted island?



[https://en.wikipedia.org/wiki/Desert\\_island](https://en.wikipedia.org/wiki/Desert_island)

# Building Partnerships to Meet Workforce Needs Discussion

Who do you partner with to meet your workforce needs?

\*Attendees shared that they partner with social media outlets like LinkedIn, Facebook, etc. as well as partnering with area community colleges, CareerForce centers, high schools, Urban Roots, and more.

# Building Partnerships to Meet Workforce Needs Discussion

## How did you find these partners?

\* Attendees said that they often find these partners through connections like chambers of commerce, workforce boards, Agriculture Centers of Excellence, etc.

# Building Partnerships to Meet Workforce Needs Discussion

How do you make the partnership work for you, the employer?

\*Attendees shared how they look for partners who are able to help them with access to potential employees/ talent pipelines and also by being part of career fairs and more.

# Building Partnerships to Meet Workforce Needs Discussion

What do you as the employer offer your partner to help them?

\*Attendees shared how some employers can sit on advisory panels for schools, be mentors to students, host interns, and tours, etc.

# Building Partnerships to Meet Workforce Needs Discussion

What suggestions do you have for others on how to make new partners?

\*Attendee suggested that finding organizations that can be matchmakers, like the Ag Centers for Excellence or trade organizations, etc. can be an effective way to get connected and make new partners.





Youth Skills Training

# Minnesota Dual-Training Pipeline Industry Forum



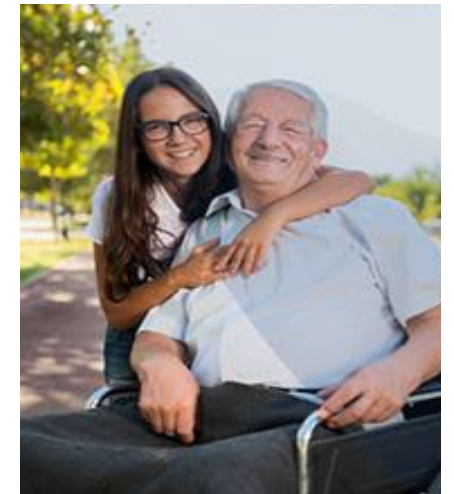
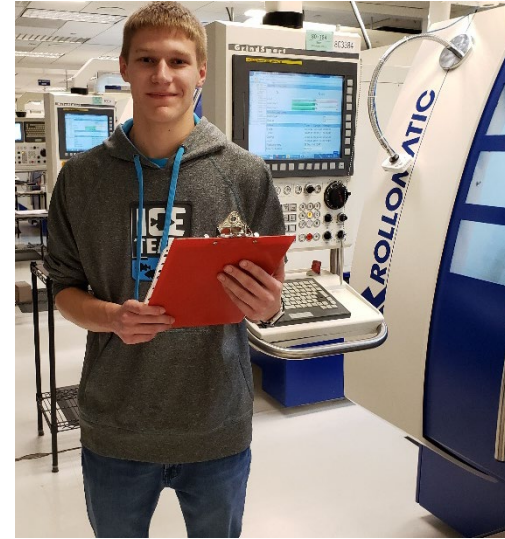
DEPARTMENT OF  
LABOR AND INDUSTRY

## What is the Youth Skills Training (YST) Program?

- Supporting partnerships between industry and education
- Creating opportunities for students to learn about industries
- Providing industry related classes and safety training
- Establishing safe, healthy and meaningful paid work experiences
- Developing a pathway for future talent

## Current YST eligible industries:

- ✓ **Advanced Manufacturing**
- ✓ **Agriculture**
- ✓ **Automotive**
- ✓ **Health Care**
- ✓ **Information Technology**



## **Decline in Labor Force Participation:**

- Demand for workers has never been higher
- State's labor force remains below pre pandemic level
- Wave of workers reaching retirement age
- Not enough high-skilled workers
- Impact on Minnesota's job rebound pace

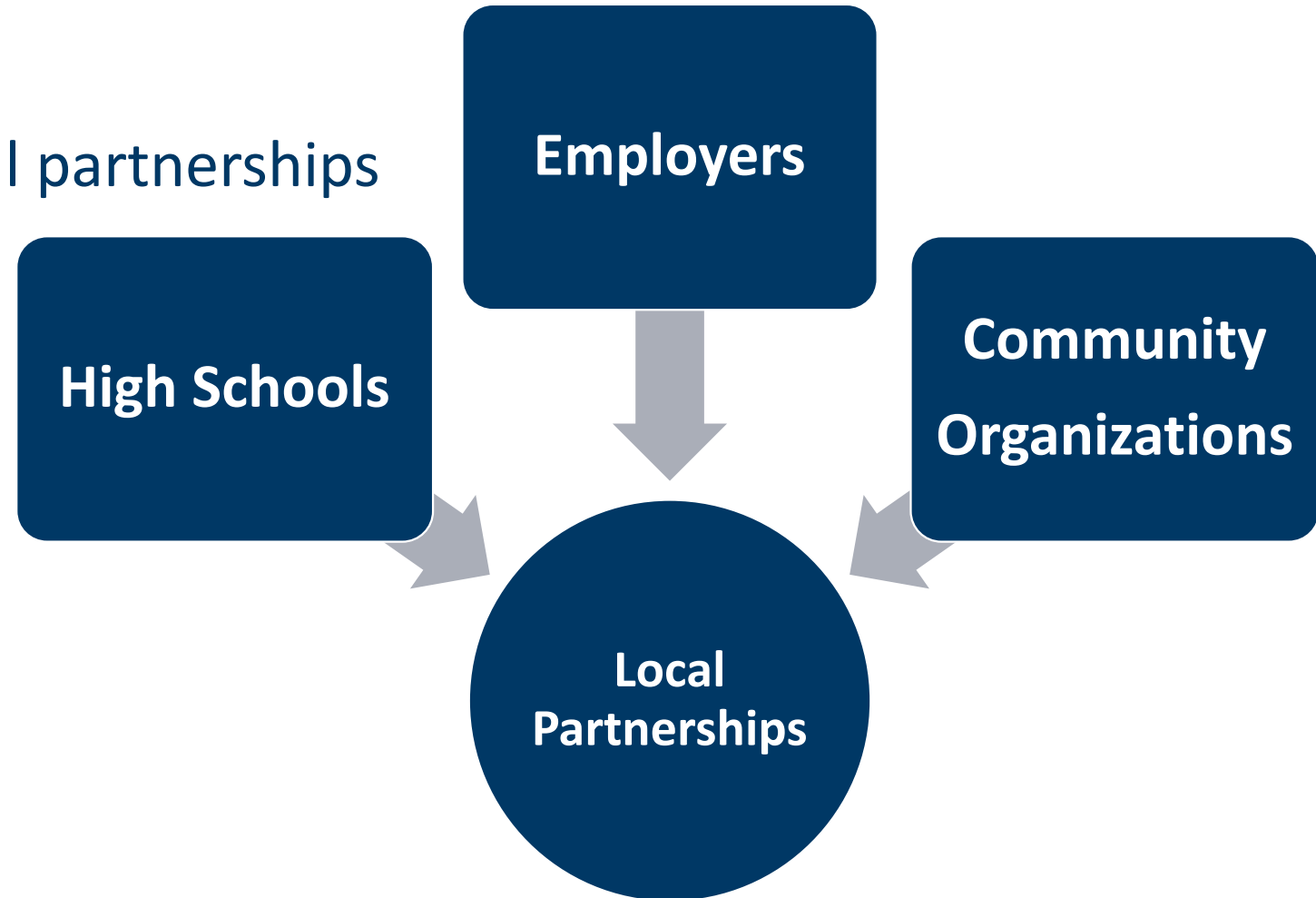
## YST Program Creates:

- Education/Employer partnerships
- Positive industry exposure opportunities
- Direct access to students interested in your industry
- Chance to train and retain youth (future workforce)

## GOALS:

1. Support the creation of local partnerships

**High Schools**  
**Employers**  
Chambers of Commerce  
Workforce Groups  
Nonprofit organization  
Postsecondary institutions



## GOALS:

2. introduce students to careers in high-growth, high-demand industries
3. prepare students for successful careers
4. address the shortage of skilled employees

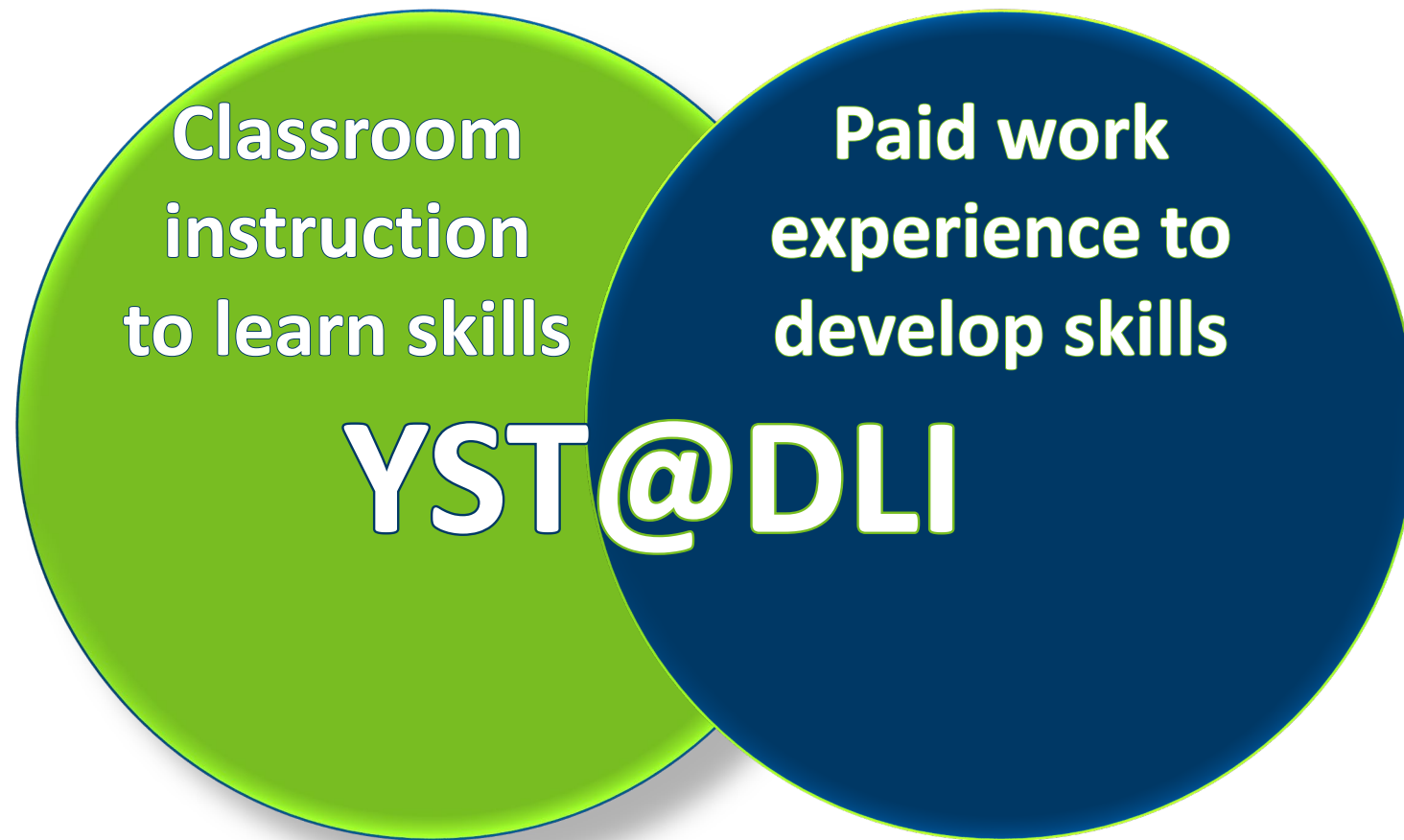
Exposure

Education

Experience

## Learn & Earn Model

Develop paid work experiences for 16 and 17-year-old “student learners” to participate in safe, healthy and meaningful on-the-job training at employer sites





## YST program requirements:

1. Industry exposure opportunities for students of all ages
2. Industry related classroom instruction for HS credit
3. Industry recognized credentials/certifications
4. Paid work experience for students over 16 years of age
5. At least 80% of students graduate when eligible
6. At least 60% of students receive an industry credential



***By meeting YST requirements and receiving approval from DLI, student learners are allowed to work in industries otherwise prohibited by child-labor laws.***

*YST Programs can be approved with or without YST grant funding*

<b>Step 1:</b> Employer submits	<ul style="list-style-type: none"><li>- Proof of Workers' Compensation</li><li>- Equipment &amp; tool review (Form 1)</li></ul>
<b>Step 2:</b> School submits	<ul style="list-style-type: none"><li>- Class syllabus from industry related class(es) for high school credit</li></ul>

<b>Step 3:</b> <b>Safety Meeting</b>	<b>- Review all information submitted with YST staff and a safety consultant</b>
<b>Step 4:</b> <b>YST staff/employer</b>	<b>- YST statute, final review and signature</b>
<b>Step 5:</b> <b>All parties</b>	<b>- Parent, student, school, employer Complete and sign training agreement</b>

*Safe, healthy and meaningful paid work experiences*

## A YST safety meeting is not:

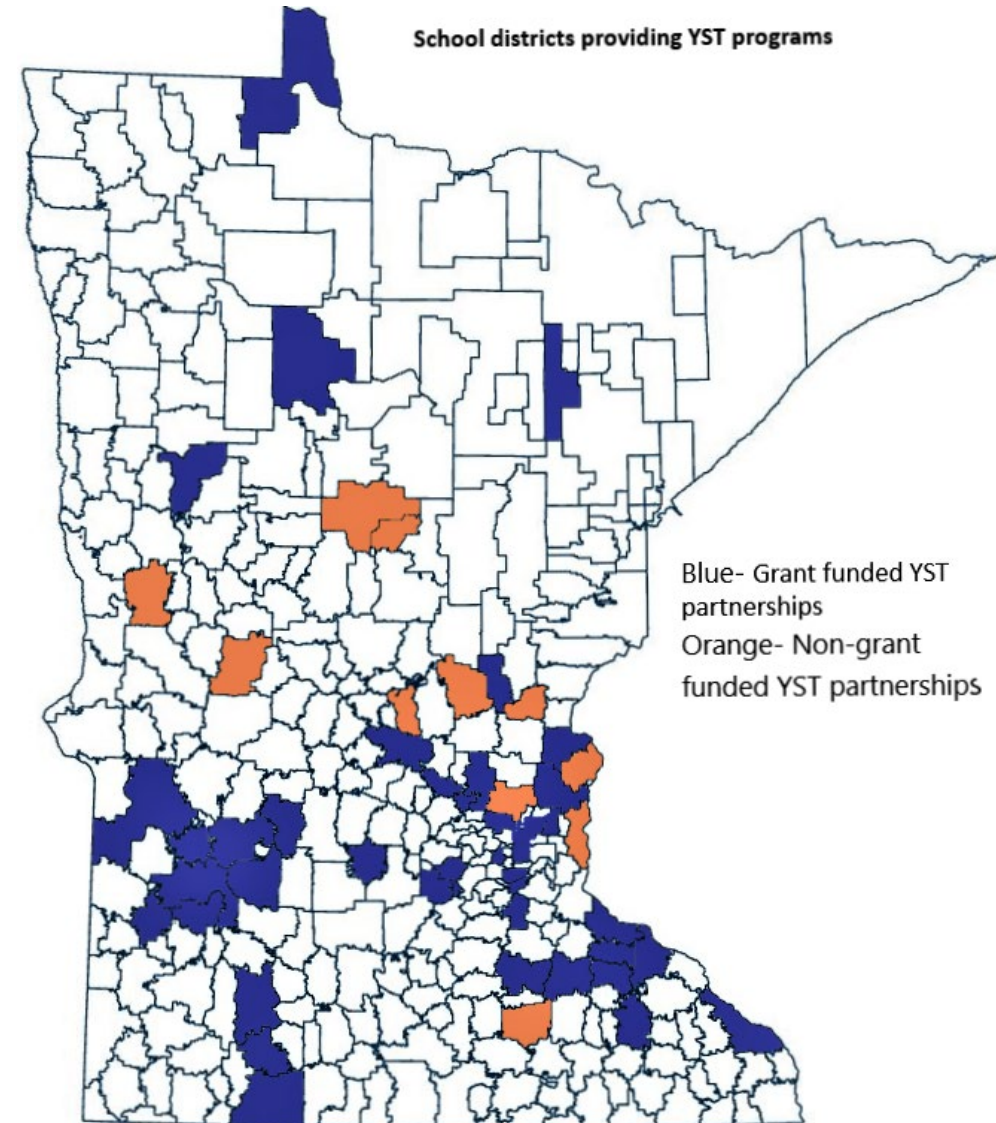
- The YST safety meeting is not an OSHA inspection
- The YST safety meeting does not result in citations or fines
- The YST safety meeting will not trigger an OSHA inspection
- The YST safety meeting is not entered into a data base or recorded for any purpose other than YST program approval

## YST Program Grant Funding:

- Total of \$1,000,000 in grant funding awarded each year
- Grants up to \$100,000 awarded to local partnerships
- Two-year grant period
- To date, 38 YST grants have been awarded throughout the state
- Next YST grant opportunity in early 2023

## YST Grantees (partner school districts highlighted in black)

Red Wing Ignite	Faribault
Hutchinson	Bemidji
TwinWest	Burnsville
White Bear Lake	Detroit Lakes
Winona	Goodwill Industries
Elk River	Lakeville
Forest Lake	Monticello
Vadnais Heights Economic Development (VHEDC)	North Branch
SW MN Private Industry Council	Princeton
Intermediate District #287	SW Metro District #288
Bloomington	Hibbing
Ramsey County Workforce	Boys & Girls Club of Central MN
Genesys Works	Southeast Service Cooperative
Spark-Y	American Nursing & Technical
	Marvin
	ISD # 112 Eastern Carver County



## Since start of program in 2017:

- **28,746** students provided with industry exposure
- **19,144** students have completed industry related classes
- **953** students have earned an industry related credential
- **437** students have participated in a paid work experience



## How can employers get involved?

- Connect with schools
- Offer input on curriculum and training provided to students
- Serve on industry council at schools in your area
- Create a safe and meaningful paid work experiences for students
- Provide a work-site mentor and supervisor
- Train staff on program and how to work with students
- Educate students about opportunities in your industry and how to succeed



## Employer Benefits:

- Create lasting partnerships with local schools
- Increase student skills, knowledge and awareness of high growth/high demand, living wage careers
- Provide leadership/training opportunities to staff
- Benefit from a new energy and focus on training future talent
- Partner in shaping curriculum to address current trends/needs
- Reach younger students to help fill needs and skills gap

## Partnership Opportunities:

- Tours of local employers
- Classroom speakers
- Job shadow experiences
- Consumable donations
- Training for Teachers and Staff
- Mentoring program
- Classroom instructor for the day
- Scholarship opportunities
- Informational Interviewing
- Open House
- Monetary donations for (marketing, field trips, equipment etc.)

## Examples of successful YST programs:

[Forest Lake Career Launch Video](#)

[Elk River Manufacturing Video](#)

[WBL Career Pathways Video](#)

[WBL Career Pathways Website](#)

[Gen Z Connections Video](#)

**Main child labor page:**

<http://www.dli.mn.gov/business/employment-practices/child-labor-laws>

**Teen workers:**

<http://www.dli.mn.gov/business/employment-practices/teen-workers>

**PDF geared toward minors:**

<http://www.dli.mn.gov/sites/default/files/pdf/youthrules.pdf>

**Prohibited employment under 16:**

<http://www.dli.mn.gov/business/employment-practices/prohibited-work-minors-under-age-16>

**Prohibited Employment under 18:**

<http://www.dli.mn.gov/business/employment-practices/prohibited-work-minors-under-age-18>



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# Dual Training Grant

## 2022 Dual Training Competency Grant Annual Report

<https://www.ohe.state.mn.us/mPg.cfm?pageID=2160>

- The number of Identified dual trainees in financial aid eligible programs increased by 72% from Round 9 to Round 10.
- After 12 months of a dual-training program, Reported dual trainees had average wages of \$25.46 per hour. This is \$6.61 above the livable wage goal (\$18.85) of Minnesota Dual-Training Pipeline.
- Dual trainees who identified with a race or ethnicity category Other Than White increased by 41% from last year.
  - Hispanic or Latino increased by 55%
  - Asian increased by 48%
  - 50% in AM, 42% in HC, 8% in AG & IT

## 2022 Dual Training Competency Grant Annual Report

Thank You to all the grantees who contributed letters of support:

- CentraCare Health System – Health Care Services
- Community Dental Care – Health Care Services
- Goodwill-Easter Seals Minnesota – Information Technology
- Post Consumer Brands – Advanced Manufacturing
- rms Company – Advanced Manufacturing

## 2022 Dual Training Grant Request for Application

- Application Open: March 8<sup>th</sup>
  - Application Writing Workshops: <https://www.ohe.state.mn.us/mPg.cfm?pageID=2427>
    - March 10th from 1:00 to 3:00pm
    - March 23rd from 10:00am to Noon
- Application Deadline: April 12<sup>th</sup>
- Award Notices: May 20<sup>th</sup>



## 2022 Dual Training Grant Request for Application

- \$2,500,000 available in grant awards
  - Up to \$150,000/year per grantee
    - Up to \$6,000/year per dual trainee
- Grant reimburses grantee for related instruction tuition, fees, required books/materials
- Grantees with annual gross revenue exceeding \$25 million in the previous calendar year are required to contribute 25% to related instruction costs

## Dual Training Grant Contact Information

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**Minnesota Office of Higher Education**

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O: 651-355-0609

# Minnesota Future Together Grants

## Future Together Grant

<http://www.ohe.state.mn.us/sPages/FTG.cfm>

Starting this spring 2022 term, the Minnesota Office of Higher Education has launched a new **tuition-free pathway** for eligible students to earn a certificate, diploma, associate's degree, or bachelor's degree at any public institution in the state. This is a financial aid program in which students do need to complete either the [FAFSA](#) or [Minnesota Dream Act](#) application.

Question? Contact the financial aid office at the college.

# Upcoming Minnesota Dual-Training Pipeline Events

- **Minnesota Dual-Training Pipeline 101 Introductory Webinar**

Tuesday, February 15th from 9 to 10 a.m.

- **Dual Training Grant Writing Workshop(s)**

Thursday, March 10<sup>th</sup> from 1 to 3 p.m.

Wednesday, March 23<sup>rd</sup> from 10 a.m. to Noon

- **Speaker Series with Dawn Beck: How to Build Effective Teams – The Three Things Leaders Need to Know**

Tuesday, March 15<sup>th</sup> from 9 to 10 a.m.

- **Next Pipeline All-Industry Forum**

Wednesday, June 22, 2022

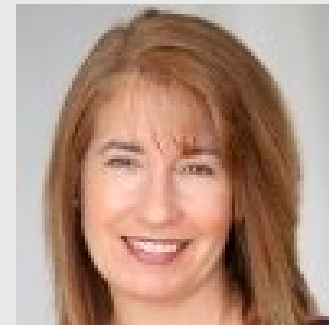
# Thank You!



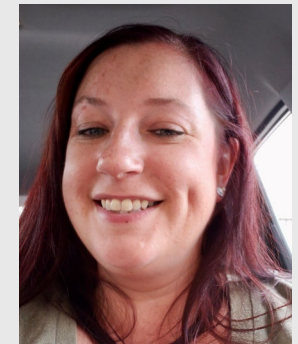
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